



## Physician Leadership



# Physician Leadership

## Our Wyoming Challenge

BY WENDY SAMSON  
FutureSYNC, Int.

FUTURESYNC  
INTERNATIONAL  
synchronizing solutions & igniting workplace performance

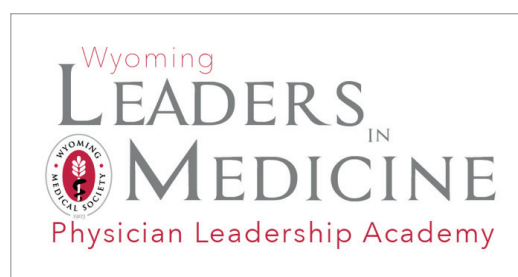
According to 2013 data from the American Association of Medical Colleges, Wyoming has one of the lowest levels (ranked 47 out of 50 states) of active physicians in the country, averaging 191 physicians per 100,000 residents. That number drops to 63 per 100,000 in population when you consider just primary care physicians. That means a higher standard of knowledge is required for rural healthcare providers who are miles from specialists, in addition to miles from other providers who could otherwise share knowledge on all things from immunizations to business practices.

Wyoming Medical Society's (WMS) "Wyoming Leaders in Medicine Physician Leadership Academy" has been designed to help physicians determine better ways to communicate with other healthcare professionals, as well as allow for relationship-building among doctors who are intent on a "warm hand-off" in regard to patient care. Beyond the doctor-patient connection, Wyoming physicians are now expected to

contribute beyond the realm of direct patient care and into the realm of systems development, solution building, and impacting healthcare policy.

In addition, WMS intends to impact physician burnout in Wyoming. In a recent study, Kandi Wiens, an executive coach and organizational-change consultant, and Annie McKee, PhD, a senior fellow at the University of Pennsylvania and director of the PennCLO Executive Doctoral Program, interviewed 35 Chief Medical Officers (CMO) to find out how they cope with the inherent stress of executive-level positions and managing healthcare professionals. Among the strategies for coping with those stressors were understanding emotions, managing emotions and

behaviors, active listening, staying connected to others, and acknowledging and managing conflict. The Physician Leadership Academy's curriculum addresses all of these stressors and skills.





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### Current Class Quotes

"In just the first two sessions, I have learned a great deal about leadership, and even more about myself. This course is already providing a great foundation with which I can take a more active role in improving my leadership."

**KRIS SCHAMBER, MD**

"The Wyoming Leaders in Medicine Program has been fantastic thus far. I have been practicing medicine for some time now both clinically and in an administrative role, and through the Physician Leadership Academy I'm constantly learning new skills and ideas which will benefit both aspects of my practice. It has afforded me the opportunity to explore parts of Wyoming I have not seen since I was a child, to rekindle relationships with old friends and to meet many amazing colleagues from around the state. No matter the stage of your career, I highly recommend the Physician Leadership Academy."

**DAN SURDAM, MD**

"The WLM program is an undeniable success. I'm proud of the job we've done at WMS securing the grant from the Physicians' Foundation and securing FutureSYNC, the veteran facilitators from our sister program in Montana. As a participant in the inaugural class, I'm impressed with the diversity in geography and medical specialty and leadership style. We are learning an incredible amount from one another. I encourage any interested physician to apply."

**PAUL JOHNSON, MD**

"We are only two sessions into the Wyoming Physician Leadership Academy, and I can already say with confidence that this opportunity for leadership development will represent a pivot point in my career. The teaching & learning, the camaraderie, and the exposure to innovative approaches to healthcare across Wyoming has been incredible and inspiring. In each session I look forward to taking home new and effective strategies for real life challenges in healthcare. This has been one of the best personal investments I've made in a very long time."

**BETSY SPOMER, MD**

"I am proud to be a part of the Wyoming Physician Leadership and the life-changing experience it has provided. Without a doubt, this transformational program is a significant influence for a better future of Wyoming."

**SPENCER R. WESTON, M.D.**

### Physician Leadership—Our Wyoming Design & Intent

WMS has partnered with their Montana neighbors in the pursuit of a well-crafted leadership development program that has been intentionally influenced by Leadership Wyoming's success in regard to creativity, participant experience, and outcomes. Montana launched their physician leadership development efforts five years ago and has since impacted the lives of almost 100 physician leaders in their state. We are pleased to announce that the first class of Wyoming's Physician Leadership Academy successfully launched this month.

WMS selected FutureSYNC International (FSI) to create and facilitate the leadership development programming. The FSI team specializes in serving the house of medicine and embraces the WMS vision of lifelong leadership learning, the coaching and mentoring of other physician leaders, and solution-based learning experiences.

Headquartered in Billings, Montana, FSI has conducted leadership development training and research in communities across Montana and the United States for more than 23 years. The CEO and Catalyst Growth Coach Wendy Samson is known for customizing curriculums to address specific organizational needs and objectives. She has authored and offers trademarked programs like Mosaic Manager™ and Executive Intelligence™, and founded The Rocky Mountain Center for Women in Leadership. FSI has worked extensively in the healthcare industry



Garth Reber, MD presenting on Care Delivery and Cultural Sensitivities.

with multiple hospitals/clinics, long-term care facilities, and health-related associations.

FST's curriculum was vetted by the Wyoming Advisory Council of Physicians to ensure the relevancy to the practice of medicine in Wyoming.


The program consists of seven sessions that focus on developing core leadership skills in a powerful and personal way.

The modules include:

- Emotional Intelligence
- Relationship Management & Communication
- Meaningful Influence
- Team Engagement
- Thinking Strategically
- Critical Thinking... The Advanced Leadership Kit
- Change and Transition Management
- Personal Accountability Cultures
- Generations Working Together

The sessions are designed to engage and unite participants. Physicians will learn practical and action-oriented skills to effectively lead in their practice or healthcare organization.

### Physician Leadership—Wyoming is Poised to Lead

The inaugural program participants are already finding that further development of their leadership competencies will have a positive impact on their communication, effectiveness, engagement levels, and expanding their sphere of influence as well as their overall well-being. 

***Join the 2018 Physician Leadership Academy class and BE POISED TO LEAD! Find out more about the 2018 application process at the WMS Annual Meeting in January!***



# Save the date

# Frontiers in Primary Care

**April 19-21, 2018**

Ramkota Hotel & Conference Center  
Casper, Wyo.

**Mark your calendars for the annual Frontiers conference, now called Frontiers in Primary Care.**

This conference is designed to provide current information on selected medical topics of clinical relevance through the expertise of distinguished faculty. Now held in Casper, the new conference is an opportunity for physicians, nurse practitioners and physician's assistants to network with specialists and learn the latest treatment protocols for their patients.

#### Keynote Speaker

**Joseph Maroon, M.D.**

Dr. Maroon is a world-renowned neurosurgeon, team doctor for the Pittsburgh Steelers, and author and co-developer of the NFL's head injury program. He will join us at Frontiers to talk about sports injuries and physician wellness.